

Comparisons of Job Characteristics

Focus Occupation: [First-Line Supervisors of Personal Service Workers \(39-1021\)](#)

Associated Occupation: [Childcare Workers \(39-9011\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 88

Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021)

Associated Occupation: Childcare Workers (39-9011)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Psychology	6.4	10.1	17.3	>>	Current knowledge level is likely more than sufficient
Education and Training	9.2	9.2	17.1	>>	Current knowledge level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 90

Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021)

Associated Occupation: Childcare Workers (39-9011)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Monitoring	9.9	11.8	10.2	<	A higher skill level may be required
Social Perceptiveness	9.1	11.8	12.1	0	Current skill level may be sufficient
Service Orientation	7.9	11.0	10.7	0	Current skill level may be sufficient
Persuasion	7.4	9.6	9.8	0	Current skill level may be sufficient
Learning Strategies	7.2	9.5	7.3	<	A higher skill level may be required
Negotiation	6.8	8.5	9.0	0	Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities

Similarity of Focus Occupation to Associated Occupation: 94

Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021)**Associated Occupation: Childcare Workers (39-9011)**

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Oral Expression	12.4	13.2	14.4	0	Current ability level may be sufficient
Oral Comprehension	12.5	12.7	13.7	0	Current ability level may be sufficient
Problem Sensitivity	11.1	12.6	12.3	0	Current ability level may be sufficient
Speech Recognition	9.9	10.7	10.7	0	Current ability level may be sufficient
Speech Clarity	10.2	10.5	11.1	0	Current ability level may be sufficient
Written Comprehension	11.0	10.5	10.3	0	Current ability level may be sufficient
Inductive Reasoning	10.2	10.0	9.6	0	Current ability level may be sufficient
Deductive Reasoning	10.6	9.8	9.7	0	Current ability level may be sufficient
Time Sharing	6.6	7.9	8.8	>	Current ability level is likely sufficient
Extent Flexibility	4.8	7.7	6.2	<	Some improvement in abilities may be required
Memorization	5.6	7.2	4.4	<<	Extensive improvement in abilities may be required
Stamina	4.0	6.4	4.6	<<	Extensive improvement in abilities may be required
Peripheral Vision	2.2	3.0	2.5	<	Some improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common
**Similarity of Focus
Occupation to Associated
Occupation: 64**
Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021)**Associated Occupation: Childcare Workers (39-9011)**

Work Activities	Exclusivity of Activity
Plan menus	77

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common
**Similarity of Focus
Occupation to Associated
Occupation: 76**
Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021)**Associated Occupation: Childcare Workers (39-9011)**

Tools and Technologies	Exclusivity
Computers	1
Content authoring and editing software	1

Duplicating machines	6
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.